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ABSTRACT

The paper presents a brief overview of the inservice training of European Community foreign language teachers in their own member state and in other member states. The information describing such training was collected as preparation for the LINGUA program (which promotes improvement in foreign language competence and includes measures to promote inservice training of foreign language teachers). The information in this document includes data on the 12 European Community member states: Belgium (French-speaking and Dutch-speaking), Denmark, Federal Republic of Germany, Greece, Spain, France, Ireland, Italy, Luxemburg, The Netherlands, Portugal, and the United Kingdom. Each section offers tables with information in four areas: (1) type and length of training; (2) organization; (3) financing; and (4) training conditions. (SM)

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European Unit of EURYDICE

ED350261

THE IN-SERVICE TRAINING OF FOREIGN LANGUAGE TEACHERS

in the Member States of the European Community

I. IN THEIR OWN MEMBER STATE
II. IN ANOTHER MEMBER STATE

1990

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

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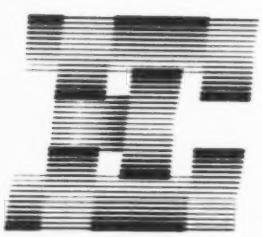

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INTRODUCTION

The European Unit of EURYDICE was initially requested to collect information describing the in-service training of foreign language teachers within the context of the preparation of the LINGUA programme.

LINGUA was adopted on 28 July 1989 by a Decision of the Council of the European Communities. Its principal objective is to promote a quantitative and qualitative improvement in foreign language competence with a view to developing communication skills within the Community.

LINGUA includes measures to promote the in-service training of foreign language teachers.

The information collected was subsequently used to compile this document which comprises tables providing a brief overview of the in-service training of foreign language teachers in their own Member State, and in another Member State.

The information in the document has recently been updated in collaboration with the EURYDICE National Units and the competent national authorities.

EURYDICE European Unit
November 1991

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I

THE IN-SERVICE TRAINING OF FOREIGN LANGUAGE TEACHERS

IN THEIR OWN MEMBER STATE

BELGIUM (Dutch-speaking)

Type and length of training	Organisation	Financing	Conditions
Optional courses (for teachers of Dutch, French and English) of varying length (short and long).	Inspectorate.	The Dutch-speaking Community or other employers finance expenses and trainers.	Rarely in school time. Teachers on short courses remain in service with normal rights and duties, teachers on long courses have leave for training, but are not usually replaced. No effect on teacher's career.
Compulsory 1-day conferences.	Inspectorate.	The Dutch-speaking Community or other employers finance expenses and trainers.	Usually out of school time. No effect on teacher's career.

BELGIUM (French-speaking)

Type and length of training	Organisation	Financing	Conditions
Optional courses (for teachers of Dutch, English, German, Italian, Spanish) of varying length (short and long).	Inspectorate.	The French-speaking Community or other employers finance expenses and trainers.	Rarely in school time. Teachers on short courses remain in service with normal rights and duties, teachers on long courses have leave for training, but are not usually replaced. No effect on teacher's career.
Compulsory 1-day conferences.	Inspectorate.	The French-speaking Community or other employers finance expenses and trainers.	Usually out of school time. No effect on teacher's career.
Optional courses.	Various institutions such as the British Council, Goethe Institute, etc.	By the institutions organizing the training.	Usually out of school time. No effect on teacher's career.

DENMARK

Type and length of training	Organisation	Financing	Conditions
Optional courses (short, 1 semester, 2 semesters), or degree course for Folkeskole teachers of English, German and French.	Royal Danish School of Educational Studies.	Employers finance part of expenses and replacements. Training institutions finance trainers and part of expenses.	In school time; teachers are replaced. No effect on teacher's career - except for higher level training, which may enable teacher to become teacher trainer or school psychologist.
Optional meetings or short (5-6 hours, or weekend) courses for Folkeskole teachers of English, German and French.	Local language associations (also school advisers and resource centres), such as "Sprogsam".	Employers finance part of expenses and replacements. Training institutions finance trainers and part of expenses.	If in school time, teachers are replaced. "Sprogsam" courses cover 2 weekends per year. No effect on teacher's career.
Optional 1 or 3-day courses for Gymnasium teachers of English, German and French.	Planned and administered by committees of representatives of teachers' associations and ministerial adviser.	Employers finance part of expenses and replacements. Training institutions finance trainers and part of expenses.	In school time; teachers are replaced. No effect on teacher's career.
Optional 1 to 5-day courses (since 1986) for Commercial and Technical school teachers.	Royal State School of Educational Studies for Teachers at Technical and Commercial Colleges.	Employers finance part of expenses an replacements. Training institutions finance trainers and part of expenses.	In school time; teachers are replaced. No effect on teacher's career.

DENMARK (continued)

Type and length of training	Organisation	Financing	Conditions
Optional meetings and courses of 1 to 2 days for teacher trainers of English, German and French.	Planned and administered by committees of representatives of teachers' associations and ministerial adviser.	Employers finance part of expenses and replacements. Training institutions finance trainers and part of expenses.	If in school time, teachers are replaced. No effect on teacher's career.

FEDERAL REPUBLIC OF GERMANY

Type and length of training	Organisation	Financing	Conditions
All teachers are required to undergo in-service training. Short or long (residential) courses - teachers may select the training that interests them.	In-service training institutes of the Länder.	State (Länder) finances expenses. Training institutions finance trainers. For long courses teachers are released from their teaching obligations but continue to receive their salaries.	Often in school time with no effect on teacher's career. In some cases teachers are freed from normal teaching duties so they can attend refresher courses.

GREECE

Type and length of training	Organisation	Financing	Conditions
Compulsory (on invitation by area schools' adviser) 1, 2 or 3-day seminar.	Approved by the Ministry of Education.	State finances expenses.	Often in school time, with adjustments in the normal school programmes as necessary. Teachers receive an attendance certificate.
Optional course of 1 academic year, according to request. A specific selection procedure is followed.	School for the in-service training of secondary school teachers (SELME).	State finances expenses: transport expenses at the beginning and end of the course; monthly allowance of 5,000 drachmas; and replacement by substitute teachers who receive a full salary.	Always as full-time students with replacement. Teachers are awarded certificates which are taken into account in their career.
Optional short courses usually 3-day seminars.	External institutions (e.g. British Council, Alliance Française). Courses are approved by the Ministry of Education and/or the schools' advisers.	External institutions. Depending on the situation, teachers usually finance registration fees and other expenses.	Outside school time. Teachers receive an attendance certificate.

GREECE (continued)

Type and length of training	Organisation	Financing	Conditions
Self-development courses.	Ministry of Education.	Ministry of Education. An annual allowance of 20,000 drachmas is granted to each teacher for books and/or other teaching material.	

SPAIN (Under the responsibility of the Ministry of Education)

Type and length of training	Organisation	Financing	Conditions
Compulsory course over a year, lasting 6 weeks (280 hrs).	Institutions for in-service training, such as Teachers' Centres (CEPs).	State + training institutions finance expenses and trainers.	Often in school time. Positive effect on teacher's career.
Optional intensive courses lasting: - 150 hrs. - 50 hrs. - 20 hrs.	Institutions for in-service training: Teachers' Centres (CEPs).	State + training institutions finance expenses and trainers.	Intensive phase during the holiday period. Scholarships to attend further training, fortnightly meetings and evaluation. Positive effect on teacher's career.
Course for Primary School Teachers of English and French (100 hrs).	Ministry of Education (Subdirección General de Formación del Profesorado).	State finances trainers. Teachers can apply for a scholarship for transport.	During the school year, after school hours.
Different seminars and short in-service courses during the school year according to teachers' needs.	Ministry of Education (Subdirección General de Formación del Profesorado).	State finances trainers, accommodation and transport for the participants.	

FRANCE

Type and length of training	Organisation	Financing	Conditions
Optional courses of varying length and conferences.	Organised by the in-service training officer of the "académie" (educational district) implemented by the in-service training institution ("mission") of the académie under the authority of the "recteur" (head of Académie).	State finances expenses, trainers and replacements. Training institutions may also finance trainers.	Often in school time, usually with replacements, but this is not systematic. No effect on teacher's career.

IRELAND

Type and length of training	Organisation	Financing	Conditions
Optional courses of varying length (1, 2-week summer courses or weekend courses throughout the year) and one day seminars. Courses focus mainly on methodology but there is also a language refresher element.	Department of Education. Delivery of courses may be devolved to teachers specially trained for the purpose. Courses may also be provided by university departments and teacher centres.	Courses sponsored or recognised by the Department of Education are financed by the Department. However, local participants may have to cover their subsistence costs. Non-Departmental courses are normally financed by the participants.	On the exceptional occasions on which in-service courses take place during school hours the school may arrange for the supervision of classes affected by the absence of teachers or, in certain cases, substitute teachers may be engaged.

ITALY

Type and length of training	Organisation	Financing	Conditions
Optional courses of varying length.	Individual schools, public or private cultural bodies or professional associations such as ANILS (Association of Foreign Language Teachers); Ministry of Education through its own institutions and offices (IRRSAE - Regional Institutes for Educational Research, Innovation and Teacher Training; Research and Scheduling Office; Central and Regional Technical Inspectors, etc.).	State funds expenses, trainers and replacements.	Not usually in school time. If it is, teachers are totally or partially released from duties as long as they can be replaced at no cost by the staff available. No effect on teacher's career.

LUXEMBURG

Type and length of training	Organisation	Financing	Conditions
Optional courses or compulsory seminars.	Ministry of Education at the Luxembourg University centre.	State finances expenses and trainers. Training institution finances trainers.	Never in school time. No effect on teacher's career.

NETHERLANDS

Type and length of training	Organisation	Financing	Conditions
Optional courses of varying length.	Universities and non-university institutes of higher education.	State finances expenses. Training institutions finance trainers.	Rarely in school time. No replacement. One of the criteria for promotion to senior teacher is the completion of at least one period of in-service training lasting a minimum of 20 hours.

PORTUGAL

Type and length of training	Organisation	Financing	Conditions
Compulsory course of 2 school years (90/110 hours per year) for teachers who do not have initial training.	Organised under the responsibility of the teaching council of the school at higher teacher training institutions.	State finances expenses and trainers. Training institutions finance trainers.	Never in school time. Course leads to professional teaching qualification.
Short courses of varying length.	Organised at the initiative of the services of the Ministry of Education, professional teachers' associations, teachers' unions, higher teacher training institutions or schools, alone or together.	State and other services concerned finance expenses and trainers.	Usually in school time. No effect on teacher's career.
Optional 1 day seminar.	Organised at the initiative of higher teacher training institutions, teachers' unions, schools or professional teachers' associations.	State and other services concerned finance expenses and trainers.	Usually in school time. No effect on teacher's career.

UNITED KINGDOM

Type and length of training	Organisation	Financing	Conditions
England + Wales: Optional (may be recommended +) short courses and conferences.	Ministry of Education (DES); Local Education Authority (LEA); Centre for Information on Language Teaching and Research (CILT); teacher or subject associations.	Employers finance expenses, trainers and replacements.	Inside or outside school time. If it is in school time, teachers are replaced, but this is not systematic. No effect on teacher's career.
Scotland: Under the salaries and conditions of service agreement of 1987, teachers are obliged to undertake post-qualification training ++	Scotland: Scottish Education Department. Education Authority Advisers.		Scotland: INSET is a requirement in teachers' employment, and time is made available for it within school hours.
Optional long courses.	Institutions of Higher Education.	When teacher is released from duties, the LEA may pay tuition fees. When independent study, the LEA may refund part of the course fees and other expenses.	Usually outside school time.

NOTES:

\+ According to the 1987 Schoolteachers' Pay and Conditions Act, teachers are obliged to participate in a minimum of 5 days' in-service training per year, but this is not necessarily subject-related.

++ Scotland: Scottish teachers spend 5 school days per year in school without any pupils present. In addition there are a minimum of 156 hours of school time during which they are not in contact with a class. Two of the mandatory activities to be pursued during this time are in-service training and professional development.

II

THE IN-SERVICE TRAINING OF FOREIGN LANGUAGE TEACHERS

IN ANOTHER MEMBER STATE

BELGIUM (Dutch-speaking)

Type and length of training	Organisation	Financing	Conditions
Optional courses and seminars (FRG, France, Netherlands, UK).	Organised within the framework of cultural agreements or at individual initiative.	The Dutch-speaking Community finances expenses.	Usually outside school time. No effect on teacher's career.
Optional exchanges (FRG, France, Netherlands, UK).	Organised by the Association for the Promotion of Education and Training Abroad.	The Dutch-speaking Community finances expenses.	In school time. Replacement by temporary teachers. No effect on teacher's career.

BELGIUM (French-speaking)

Type and length of training	Organisation	Financing	Conditions
Optional courses and seminars (FRG, Spain, France, Italy, Netherlands, UK).	Organised within the framework of cultural agreements or at individual initiative.	The French-speaking Community finances expenses.	Usually outside school time. No effect on teacher's career.
Optional exchanges (FRG, Spain, France, Italy, Netherlands, UK).	Organised by the Association for the Promotion of Education and Training Abroad.	The French-speaking Community finances expenses.	In school time. Replacement by temporary teachers. No effect on teacher's career.

DENMARK

Type and length of training	Organisation	Financing	Conditions
Optional exchanges for primary and secondary school teachers: a) working together with a colleague in a foreign country or b) post-to-post exchanges: 1) "short-term" 3 weeks 2) "mid-term" 2-3 months 3) "long-term" 1/2 - 1 year.	Information Centre for International Studies and Exchanges (ICU).	Employers finance and continue to pay teachers salary (2 and 3). Self-financing possibly combined with other subsidies (1).	In school time. In post-to-post exchange teacher is replaced by foreign counterpart. No effect on teacher's career.
1-2 years of temporary employment in a foreign country.	Information Centre for International Studies and Exchanges (ICU).	Salary is paid on the same terms as those of a foreign colleague. Leave is obtained from the Danish school.	---
Optional week courses every other year for Gymnasium (upper secondary school) teachers.	Planned and administered by committees of representatives of teacher associations and ministerial adviser together with foreign institutions.	Employers finance part of expenses and replacements. Training institutions finance trainers and part of expenses. Trainees may finance part of expenses.	If in school time, teachers are replaced.

DENMARK (continued)

Type and length of training	Organisation	Financing	Conditions
Every other year optional week courses for teacher trainers.	Planned and administered by committees of representatives of teacher associations and ministerial adviser together with foreign institutions.	Employers finance part of expenses and replacements. Training institutions finance trainers and part of expenses. Trainees finance part of expenses.	If in school time, teachers are replaced.

FEDERAL REPUBLIC OF GERMANY

Type and length of training	Organisation	Financing	Conditions
Optional courses and study visits (in Belgium, Spain, Denmark, Netherlands, France, Italy, Portugal, UK) depending on type and level of school and languages taught.	Pedagogical Exchange Service of the Standing Conference of Ministers of Education and Cultural Affairs of the Länder (PAD).	Finances permitting, the States (Länder) will pay subsidies towards travel and subsistence costs and continue to pay teachers' salaries.	Often in school time, with no substitute teachers. No effect on teacher's career.
Optional post-to-post exchanges of 1 year, 1 term, 6 weeks or 3 weeks and unilateral stays as guest teachers (in Belgium, Spain, France, Italy, Netherlands, UK) depending on type and level of school and languages taught.	Pedagogical Exchange Service of the Standing Conference of Ministers of Education and Cultural Affairs of the Länder (PAD).	Finances permitting, the States (Länder) will pay subsidies towards travel and subsistence costs and continue to pay teachers' salaries.	In school time. In post-to-post exchange teacher replaced by foreign counterpart. No effect on teacher's career.

GREECE

Teacher exchanges exist and are administered and financed by the Ministry of Education within the limits of the teacher exchange scheme which takes place under the following:

1. The "ARION" Programme, through the Directorate of the European Communities.

2. Transnational agreements, through the Directorate of International Educational Relations.

There are also teacher exchanges during the summer under the auspices of the British Council.

SPAIN (Under the responsibility of the Ministry of Education)

Type and length of training	Organisation	Financing	Conditions
3 week summer course for teachers of English and French in France, Ireland, UK.	Ministry of Education (Subdirección General de Formación del Profesorado).	State finances trainers and accommodation.	In July and August. Teachers are selected by the Ministry. No effect on teacher's career.
Optional summer courses (FRG, France, UK and other European and Nordic countries).	Ministry of Education (Subdirección General de Cooperación Internacional).	State finances: (depending on the agreement) * Courses and registration fees. * Lodging.	Outside school time. No effect on teacher's career.
Optional post-to-post exchanges for primary and secondary teachers of English or French or German (3 months to 1 school year). (FRG, France, UK).	Ministry of Education (Subdirección General de Cooperación Internacional).	State finances cost of living grant and continues to pay teacher's salary.	In school time. Teacher replaced by foreign counterpart. No effect on teacher's career.
Assistant teachers exchange with Belgium, FRG, France, Ireland, Italy, UK).	Ministry of Education (Subdirección General de Cooperación Internacional).	State finances cost of living grant to the assistant teacher of the other countries.	---

FRANCE

Type and length training	Organisation	Financing	Conditions
Optional courses of varying length (eg. summer training course of 3 weeks (FRG, Spain, Italy, Netherlands, Portugal, UK).	Ministry of Education (General Inspectorate).	State finances other expenses and training. Teacher finances travel.	Outside school time. No effect on teacher's career.
Optional post-to-post exchanges of 1 school year, 1 term or 6 weeks for secondary teachers (FRG, Spain, Ireland, UK, Italy). + Optional post-to-post exchanges of 1 year for primary teachers with FRG.	Ministry of Education.	State finances travel + cost-of-living grant and continues to pay teacher's salary.	In school time. Teacher replaced by foreign counterpart. No effect on teacher's career.

IRELAND

Type and length of training	Organisation	Financing	Conditions
A limited number of annual optional 1 month summer courses (FRG, France, Italy). Methodology and language improvement.	Department of Education in collaboration with foreign education authorities in the context of bilateral agreements.	Department of Education and the host country.	Outside school time. No effect on teacher's career.
A limited number of annual optional post-to-post exchanges of 1 term (FRG, France).	Department of Education in collaboration with French and German Education Authorities in the context of bilateral agreements.	Department of Education finances travel and cost-of living grant. Employers continue to pay teachers salary.	In school time. Teacher replaced by foreign counterpart. No effect on teacher's career.

ITALY

Type and length of training	Organisation	Financing	Conditions
Optional 3-week summer courses (FRG, Spain, France, UK) and study visits (FRG)*.	Ministry of Education in cooperation with foreign authorities.	Usually teacher finances expenses and training.	Outside school time. No effect on teacher's career.
Optional post-to-post exchanges of 1 term for teachers in upper secondary schools (FRG, France, UK).	Ministry of Education in cooperation with foreign authorities.	State finances travel + cost of living grant and continues to pay teacher's salary.	In school time. Teacher replaced by foreign counterpart. No effect on teacher's career.

* 'Hospitationen' - study visits in FRG for teachers of German.

LUXEMBURG

No information.

NETHERLANDS

Type and length of training	Organisation	Financing	Conditions
Optional exchanges (France).	Organised within the framework of a cultural agreement.	State finances (1/3 by Ministry of Education and Science, the Netherlands and 2/3 by Ministry of Foreign Affairs, France).	Outside school time. No replacement. One of the criteria for promotion to senior teacher is the completion of at least one period of in-service training lasting a minimum of 20 hours.

PORTUGAL

No specific information - some groups of teachers have participated in training courses in the UK on an experimental basis.

UNITED KINGDOM including **SCOTLAND**

Type and length of training	Organisation	Financing	Conditions
Optional short courses and study visits (FRG, Spain, France, Italy, Greece).	Courses organised by Her Majesty's Inspectorate (HMI) in cooperation with foreign authorities, and administered by the Central Bureau (CB).	Financed by grant from the CB+ (which is financed itself by central government).	Outside school time. No effect on teacher's career.
Optional post-to-post exchanges of 1 school year, 1 term, 6 weeks or 3 weeks (Belgium, Denmark, FRG, Spain, France, Italy++).	Central Bureau.	State finances travel and cost-of-living grant. Employers continue to pay teachers salary (teachers continue to pay income tax, superannuation and social security contributions).	In school time. Teacher replaced by foreign counterpart. No effect on teacher's career.

NOTES: + A limited number of bursaries are made available from the Länder of the FRG to help UK teachers of German in secondary schools to make a 3-week study visit to the FRG (travel expenses may be covered by CB).

++ As part of grant-aided exchanges, each UK teacher is enabled to pay a preliminary visit to the exchange school to become familiar with its organisation and methods of working. Unilateral appointments abroad may be available for 1 school year to teach English as a foreign language. Teachers from other Member States may be appointed in UK schools on a unilateral basis to teach their own language and literature for not more than 16 hours per week with their salary paid by the UK. Some exchanges involve teachers of subjects other than foreign languages.

+++ In Scotland it is a prerequisite for registration as a teacher of modern languages to spend a minimum period in the country/countries whose language the teacher will progress. (No teacher may be employed in a Scottish school without being registered by the General Teaching Council for Scotland).

EURYDICE
The Education Information Network in the European Community

Educational cooperation in the Community

The education systems in the twelve EC Member States vary considerably and this variety, which is the result of historic and cultural factors, is itself a source of wealth.
In order to ensure that this diversity does not become an obstacle to the free movement of people, it is essential to provide effective information on the operation and structures of the education systems.
It is also vital for each country to benefit from the experience of its Community partners and thus contribute to the development of European educational cooperation.

In February 1976 the Council of the European Communities and the Ministers of Education adopted an action programme in the field of education. They agreed among other things to set up an information network in order to increase and improve the circulation of information in the area of education policy (1).
This information network, known as EURYDICE, is designed therefore to underpin the developing programme of educational cooperation within the European Community.

It was recognized in 1990 as the chief instrument for providing information on national and Community structures, systems and developments in the field of education (2).

In accordance with their own distinctive education structures, each Member State has designated at least one Unit to participate in the network and the Commission of the European Communities has arranged the establishment of the EURYDICE European Unit, which is part of the network.
EURYDICE is based on the mutual cooperation of all the Units. In addition the European Unit coordinates and animates the network.

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(1) Official Journal n° C38, 19.02.1976, p.1.
(2) Official Journal n° C329, 31.12.1990, p.23.

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